

Workplace Violence

*By: Marilyn Knight, MSW, President
Incident Management Team, Inc.*

Worker "Snaps," kills 7 in Hawaii. This was the headline of the South Florida Sun Sentinel after a Xerox employee went on a shooting spree at his workplace in Honolulu, Hawaii. This has become an all too familiar refrain in today's news stories.

Many people believe these episodes of violence erupting in workplaces across America are simply random acts with no warning, no predictability and therefore no way of preventing them. Because of our inability to make sense of these seemingly senseless acts of violence it

hospitals and healthcare facilities. We have first-hand knowledge that many of these people were just like us and worked in offices, schools and plants just like ours.

Workplace Violence Increasing

Data from the 1993 National Census of Fatal Occupational Injuries confirms that the problem of workplace violence has worsened. Homicide is now the second leading cause of death for American workers, comprising 17 percent of all fatal workplace injuries. It is the number one cause of death for women, accounting for 41 percent of all job-related deaths of women.

A review of the 1987-92 National Crime Victimization Survey by Ronet Bachman, Ph.D., a statistician for the U.S. Bureau of Justice Statistics, indicates nearly one million individuals become victims of violent crime every year while at work. These violent acts represent about 15 percent of the more than six and a half million acts of violence in the U.S. annually. It has been estimated that workplace violence costs American businesses \$4.2 billion dollars annually.

The National Institute for Occupational Safety and Health (NIOSH), published a recent study on the prevalence of workplace violence. Their report indicated that

every week, 20 workers are killed on the job. Perhaps even more staggering is the number of violent incidents that did not result in death. The report stated that every week 18,000 workers are physically assaulted. This may be underestimated, since most companies do not have a data gathering mechanism for violent behaviors less than catastrophic injury or homicide.

Implications for Prevention

A recent retrospective study looked at 125 cases of violence in the workplace. A number of factors emerged that have significant implications for prevention. First was the relationship of suicide to workplace violence. When

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An arson fire started by an angry employee at the MGM Grand, Las Vegas, Nevada.

is easier for us to believe that someone just "snaps," as if that explains it.

It also prevents us from identifying with these perpetrators so that we can feel safer. By thinking of them as people who were not in control of themselves, as people who mentally "just snapped," we can view them as somehow different from ourselves, our friends and our co-workers. This provides a measure of comfort that it can't happen to us.

But deep down we know better, because here in Michigan we have witnessed workplace violence in our manufacturing facilities, post offices, dental offices, schools, universities, and



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From the Bureau Director's Desk

*By: Douglas R. Earle, Director
Bureau of Safety & Regulation*



Ergonomics: Proposed Federal OSHA Standard and its Status in Michigan

On Nov. 22, 1999, OSHA, the federal Occupational Safety and Health Administration, proposed an ergonomics program standard. According to Secretary of Labor Alexis M. Herman, nationally an average of 300,000 workers could be spared from painful, potentially disabling injuries, and \$9 billion could be saved each year under a proposed ergonomics program standard.

The proposed OSHA standard would require general industry employers to address ergonomics—the fit between the worker and work—for manual handling or manufacturing production jobs. Employers also would need to fix other jobs where employees experience work-related musculoskeletal disorders (MSDs). MSDs account for one-third of all workers' compensation costs each year because these injuries can require a lengthy recovery time. (Complete information on the proposed OSHA standard is available on their website at: www.osha.gov.)

As a state plan state, Michigan is required to adopt a standard that is at least as effective as the federal OSHA standard within six months of the final federal adoption of the standard. We, along the other state plans, are all watching carefully this federal OSHA ergonomics effort. California already has an ergonomics standard in place, and the North Carolina and Washington state plans are in the process of promulgating an ergonomics standard. (Information on these standards may be available on the individual state websites.)

The federal OSHA standard is at this time only a proposed rule, this isn't a final enforceable standard. It has to go through public hearings and an extensive promulgation process. Normally a federal OSHA standard of this magnitude would take at least four to five years to promulgate, but OSHA would like to complete this process before the end of calendar year 2000.

The proposed ergonomics standard is quite controversial and there are many aspects of it that different organizations feel are too weak or too strong. Many argue that the science isn't there to support it, while others say the science has long been there and we should have been doing something about this significant cause of injuries and illnesses in the workplace.

The MIOSHA Strategic Plan includes ergonomics as one of the targeted injuries and illnesses to be reduced by 15 percent over the next five years. Even without a standard, MIOSHA can enforce the General Duty requirement and issue

citations and penalties in the most egregious cases where we find repetitive motion injuries and the employer knew of the injuries, was aware of ways to prevent them, but didn't make any reasonable effort to prevent them.

Our effort in Michigan has been to the extent possible, to educate before we regulate. We have years of experience of using education, consultation and training assistance to try and help eliminate ergonomic injuries. We have had several Safety Education & Training (SET) grants in the past to help employers with ergonomic injuries. For example, U of M has a current grant project involving ergonomics education and training.

For a number of years, the MIOSHA Safety Education & Training (SET) Division has been actively working with employers and employees to reduce these injuries. Since the focus is the way a job is done and how the employee relates to that task, solutions are at times complex. In other instances, the solution can be achieved by simply changing the height of the work surface. Engineering controls are the preferred way to reduce or eliminate the exposure altogether. Administrative controls, such as not exposing the worker to the hazard for a full eight hours may also be effective. Personal protective equipment can be used to reduce exposure to certain ergonomic hazards. Koyo Corporation, featured on page 8 of this issue, is one example of a company that has worked very successfully with our SET consultants to reduce ergonomics injuries.

MIOSHA also has an Ergonomics Advisory Committee, which was established in 1991, as a proactive voluntary compliance initiative. The committee's main goals are to promote training regarding ergonomics and to provide advice on ergonomic issues in the workplace. This MIOSHA committee also oversees an awards program that recognizes voluntary ergonomic innovations and activities. These MIOSHA ergonomics recognition awards are given to companies that either do innovative ergonomics activities or can show through performance a significant reduction in ergonomics-related injuries.

Dr. Ayalew Kanno, Assistant Chief, SET Division, is Chairperson of the MIOSHA Ergonomics Committee, and can be contacted for further information on ergonomics education and training at 517.322.1809.

First Michigan MVPP Star Site

Lt. Governor Posthumus presents first Michigan MVPP Star to International Paper Kalamazoo Container Plant

International Paper's Kalamazoo Container Plant has become the first company in the state to receive Michigan Voluntary Protection Programs (MVPP) Star status for workplace safety and health excellence. **Lt. Governor Dick Posthumus** presented the Star flag to employees and plant officials at a ceremony Monday, Nov. 1, 1999, on behalf of the Michigan Department of Consumer & Industry Services (CIS).

"I am proud to present this prestigious award to the employees and management of the Kalamazoo Container Plant," said Lt. Gov. Posthumus. "We applaud your exemplary safety and health record. And we especially applaud your outstanding leadership in recognizing that integrated worker safety and health management is critical to successful businesses today."

The MVPP Site Review

The Kalamazoo Container Plant produces large corrugated containers and sheets primarily for customers in the appliance, furniture, automotive, and toy industries, and employs 143 workers. The Standard Industrial Classification (SIC) Code for this plant is 2653, "Paperboard containers and boxes."

From May 17 - 19, 1999, a team from the Michigan Occupational Safety and Health Act (MIOSHA) program conducted the onsite review. The MIOSHA MVPP Team consisted of **Joseph Agboka, Ph.D.**, Team Leader, MIOSHA Supervisor; **David Luptowski**, MIOSHA Safety Consultant; and **Michael**

Mosher, MIOSHA Health Consultant. The Team found the quality of the plant's safety and health program to be excellent and submitted its recommendation for approval to MIOSHA Director **Doug Earle**.

Management of the plant was represented by **Chris Bakaitis**, General Manager; **Ray Madore**, Manufacturing Manager; **Eric Bohdan**, Plant Superintendent; and **Michele Barney**, Environmental, Health and Safety Manager and MVPP Site Coordinator. In addition, **PACE** (Paper, Allied-Industrial, Chemical & Energy) **International Union, AFL-CIO, Local #946** was represented by 10 members on the Safety and Health Committee.

In the course of the MIOSHA review it was confirmed the plant's accident injury rate was 10.17 in 1996, 5.21 in 1997, and 4.41 in 1998, which were below Michigan's rates of 13.0, 12.3, and 11.2 respectively. The company's lost workday case rate was 3.91 in 1996, 2.23 in 1997, and 2.21 in 1998 for SIC Code 2653. The rate for each of these years was well below Michigan's rates of 6.0 for 1996, 6.9 for 1997, and 6.1 for 1998.



Lt. Gov. Dick Posthumus presents a Governor's Proclamation honoring the plant's MVPP Star achievement to Chris Bakaitis, Plant General Manager; Michele Barney, EHS Coordinator; and Mike Shane, President, PACE International Union, Local 946. (Photo by: Chuck Comer)

The Plant's Safety & Health Program

MIOSHA Consultants David Luptowski and Mike Mosher found their work on the MIOSHA Team to be very rewarding. "It was a pleasure working with an organization that's got it together. It's quite apparent that safety and health are a major concern for all employees," said Luptowski.

"It was very gratifying to see a workplace where employees and management worked together with total commitment to create a model safety and health program. In this facility no job had a higher priority than safety," said Mosher.

The key to the plant's safety and health program has been a team-based approach, emphasizing employee involvement and input. Since getting involved in the MVPP program in 1997, employees at the Kalamazoo Container Plant have cut their number of injuries by more than two-thirds. In October 1999, employees reached one million hours worked without a lost-time accident.

"We're very proud to be the first facility in Michigan to receive the MVPP Star award," said plant General Manager **Chris Bakaitis**. "Beyond that, I am impressed at how involved the employees here have been in making our workplace safer."

The Kalamazoo Plant instituted a wide variety of ways for employees to get involved in improving workplace safety and health. Employees tackle safety proactively. Shift safety teams, safety audits and behavior-based training programs help prevent unsafe behaviors and conditions.



The Safety Team of International Paper's Kalamazoo Container Plant and SET Consultant Dave Luptowski (center) celebrate the awarding of the first MVPP Star Flag. (Photo by: Chuck Comer)

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MIOSHA Amends Standard

Permit-Required Confined Space Standard Modified November 1999

By: Gregg Grubb
OHD Senior Industrial Hygienist

Effective Nov. 6, 1999, Michigan modified its occupational safety and health standards impacting confined space entry in the general industry setting. These revisions impact General Industry Safety Standard Part 90 and Occupational Health Standard Part 490, which will now be published as one document. The modifications adopt the federal Occupational Safety and Health Administration's (OSHA) changes to its Permit-Required Confined Space (PRCS) standard (29 CFR 1910.146).

The PRCS standard requires general industry employers to identify confined spaces in their facilities. If any confined spaces are found, the employer must then determine whether or not they meet the definition of a permit-required confined space (see sidebar for the definition of a confined space and a PRCS). Employers with a PRCS in their facility must implement the appropriate written programs and/or procedures to protect employees and contractors from the identified hazards potentially present in such spaces.



Employees practice a non-entry rescue method using a mechanical advantage device, lifeline, and body harness. Non-entry rescue methods should be the first consideration for retrieving injured or unconscious employees from a permit-required confined space.

What's New

All revisions to the standard apply to employers performing general industry activities whose employees enter PRCSs under a permit system. Briefly, these changes:

- Provide authorized PRCS entrants or their authorized representatives the opportunity to observe any atmospheric testing or monitoring of permit spaces – affecting paragraph [d], Permit-Required Confined Space Program and paragraph [e], Permit System.

- Strengthen and clarify the criteria employers must satisfy when preparing for the timely rescue of incapacitated PRCS entrants – affecting paragraph [k], Rescue and Emergency Services.

- Provide the opportunity for enhanced employee participation in the employer's permit space program – adds a new paragraph [l], Employee Participation.

- Add non-mandatory Appendix "F," Rescue Team or Rescue Service Evaluation Criteria, which provides guidance to the employer for choosing an appropriate rescue and emergency services team.

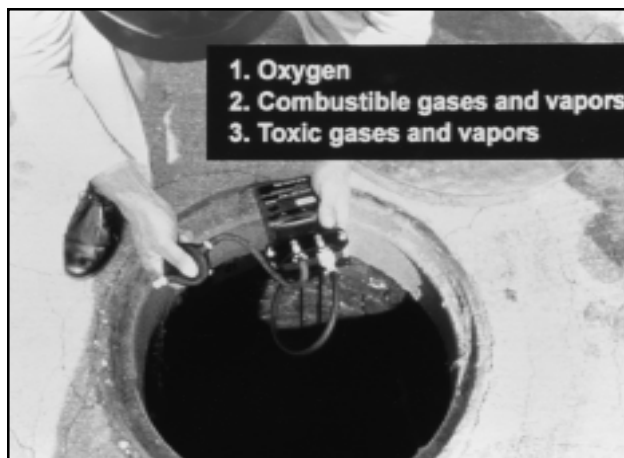
Of these modifications, the ones impacting rescue and emergency services will have the greatest affect on how work is performed in a PRCS when a permit is required.

Rescue and Emergency Services

When the PRCS standard first became effective in Michigan in 1993, it required an employer to provide for rescue and emergency services when an employee entered a permit space (a PRCS which requires completion of a permit meeting the specifications of the standard). The standard allowed the employer to establish and maintain its own team or rely on the services of an outside contractor, which in some cases was an unidentified fire department.

Prior to the revision of the PRCS standard, if an employer selected an off-site contractor to perform rescue and emergency services, the standard provided little in the way of guidance regarding evaluation of the contractor's willingness and ability to respond, training and equipment status, and response time to the location of need.

The revisions to the PRCS standard now clearly require the employer to conduct an evaluation



Monitoring the atmosphere of a permit-required confined space prior to entry. The employee first determines if the space has an adequate oxygen content (greater than 19.5 %, but less than 23.5 % by volume) and then checks the space for combustible gases and vapors and any reasonably anticipated toxic gases and vapors.

of a rescue team's ability to respond to a PRCS emergency in a timely manner. The definition of "timely" is to be determined by the hazards presented by the PRCS.

In cases where an authorized entrant performs entry into an immediately dangerous to life and health (IDLH) atmosphere (any atmosphere that poses an immediate or delayed threat to life, or that would cause irreversible adverse health effects, or that would interfere with an individual's ability to escape unaided from the permit space), the employer must comply with the provisions of 1910.134(g)(3) in the MIOSHA standard Part 451, Respiratory Protection.

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Confined Space Criteria

A confined space meets all of the following criteria:

1. Has limited means for entry and/or exit.
2. Is not designed for continuous human occupancy.
3. Is large enough for an employee to bodily enter and perform assigned work.

A confined space containing any one or more of the following is identified as a **Permit-Required Confined Space**:

1. Contains, or has the potential to contain, a hazardous atmosphere that is oxygen deficient or enriched, explosive or combustible, and/or toxic in nature.
2. Has the potential to entrap an entrant due to inwardly converging walls.
3. Has the potential to engulf the entrant in a liquid or particulate substance.
4. Presents any other recognized serious safety or health hazards.

1999 Program-Related Fatalities in Michigan

By: *Gordon Spitzley, Analyst*
MIOSHA Information Division

Even though Michigan's 1998 total program-related fatality cases are far less than the thousands of cases reported nationwide, the consequences of these on-the-job deaths in terms of human suffering, lost workdays, decreased production, and increased compensation rates are all too significant to be overlooked.

A fatal case is recorded as program-related if it occurred under one or more of the following conditions.

- The accident was found to have resulted from a violation of a specific MIOSHA standard rule or the general duty clause.

- The accident was considered to be in violation of a good safety and health practice that would be the subject of a safety and health recommendation.

- The information describing the accident is insufficient to make a clear distinction between a "program-related" and "non-program-related" incident, but the type and nature of the injury indicates that there is a high probability that the injury was the result of a violation of a specific MIOSHA standard, general duty clause, or good safety and health practice.

Only fatal cases that are program-related as defined by the Bureau of Safety and Regulation, Michigan Department of Consumer and Industry Services are compiled, analyzed and published. Therefore the data only includes fatalities that fall under MIOSHA jurisdiction and does not include fatalities resulting from heart attacks, suicides, homicides, highway personal motor vehicle trips and aircraft accidents.

In Michigan there were 68 program-related fatalities reported in 1998 or about 1.1 percent of the national total. The program-related fatality information for Michigan is compiled from the "Employers Basic Report of Injury," Workers Disability Form 100s and from direct telephone reports of fatalities to the Bureau of Safety and Regulation.

The number of program-related fatalities declined from 115 in 1977 to 52 in 1983 then gradually increased to 74 in 1986 before declining over the next two years to 64 in 1988. Program-related fatalities in Michigan during the calendar year 1989 increased to 76 before again declining over the next two years to 60 in 1991.

Michigan recorded 61 program-related fatalities in 1992, then declined to 51 in 1993 before increasing to 61 in 1994. Program-related fatalities decreased over the next two years to an all time low of 46 program-related fatalities in 1996 before increasing to 76 in 1997. Sixty-eight program-related fatalities were recorded in 1998, a

ten percent decline from 1997.

Industry Division

The largest numbers of fatalities occur in the Manufacturing and Construction industries. The industry divisions of Construction; Finance Insurance and Real Estate; and Services experienced a decrease in fatalities from the previous year. Agriculture, Forestry and Fishing; Wholesale Trade; and Retail Trade, showed increases in the number of fatalities from the previous year. The industries of Oil and Gas Extraction; Manufacturing; Transportation and Public Utilities; and Public Administration recorded the same number of fatalities as the previous year. The largest decrease was recorded in the Construction industry, recording seven fewer fatalities in 1998 (25) than in 1997 (32).

Occupation Group

The most affected occupation group in 1998 with 16 fatalities (23 percent) was Construction Trades followed by Handlers, Equipment Cleaners, Helpers and Laborers with 14 fatalities or 20 percent. Machine Operators and Tenders, except Precision Occupations recorded 10 fatalities (15 percent), while six fatalities or nine percent occurred in the Farming, Forestry and Fishing Occupations group in 1998.

Source of Injury or Illness

Atmospheric and Environmental Conditions (12); Floors, Walkways, Ground Surfaces (8); Highway Vehicle Motorized (7); and Machine, Tool and Electric Parts (5) combined; accounted for 32 cases or about 47 percent of the sources of fatal injury or illness. The categories of Metal, Wood and Special Material Handling; and Plant and Industrial Powered Vehicles, Tractors; each recorded four fatalities in 1998.

Event or Exposure

The number of victims that Fell to a Lower Level during 1998 was eight, (12 percent) victims

being Struck By Objects caused an additional seven (10 percent) fatalities. Eleven of the fatalities (16 percent) were the result of Fires. The categories of Caught In or Compressed by Equipment; and Contact with Electric Current each accounted for 11 fatalities.

Nature of Injury or Illness

The nature of the fatal injuries or illnesses reported were Electric Shock, Electrocution (11); Internal Injuries of the Trunk (11); Asphyxiation, Strangulation, Drowning, Suffocation (2); and Burn, Heat (5). A significant number, 16 or approximately 23 percent, of the fatalities that occurred in 1998, were the results of intracranial injuries to workers.

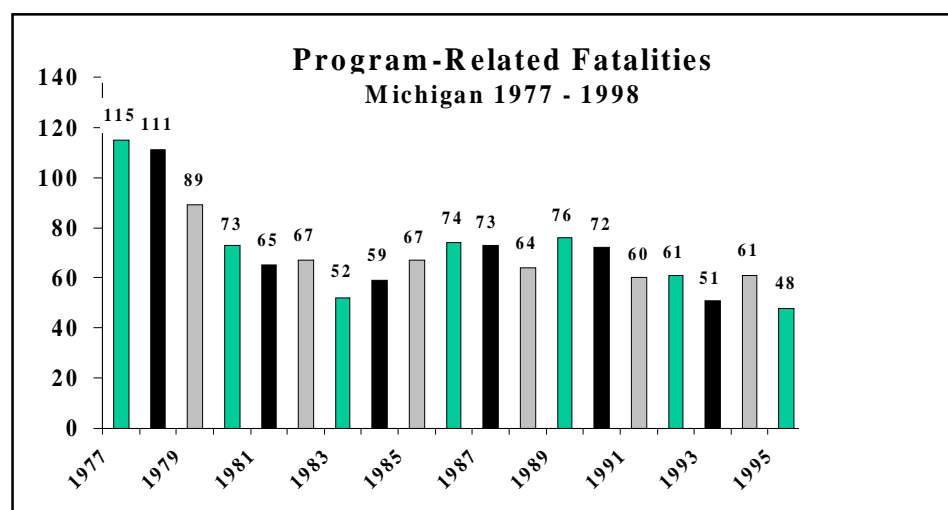
Age And Gender

Employees between the ages of 26 and 45 suffered 39 or about 57 percent of the fatal injuries and illnesses. There were seven fatalities to workers under the age of 21. The age groups of 31-35 and 36-40 both suffered 10 fatalities, which was the highest number for any of the five-year age categories. The age groups of 56-60 and 61 and over, both suffered 3 fatalities. Of the 68 victims, 61 or 90 percent were male employees.

Services Available

In order for Michigan to reduce the number of on-the-job fatality cases, it requires a conscious effort on the part of employers to recognize and comply with MIOSHA standards, develop and implement safe and healthful working procedures, and assure that employees observe and practice these procedures. The MIOSHA program offers on-site consultation and safety and health education and training opportunities to employers and employees alike to help them achieve this goal.

Further inquiries may be addressed to: MIOSHA Information Division, 517.322.1851.



Recordkeeping

An Important Tool to Help Employers Achieve a Safe and Healthy Workplace

Recordkeeping is an important part of a company's total safety and health plan. Conscientious and detailed records are a valuable tool for the employer or employees to help recognize patterns of accidents or illnesses that might exist in various parts of the plant. This information allows employers to take preventative actions and to make necessary hazard abatement.

The MIOSHA Act requires most Michigan private-sector employers with 11 or more employees to log and maintain records of work-related injuries and illnesses, and to make those records available during MIOSHA inspections of the workplace. Accurate accident and injury records are necessary to help MIOSHA determine how good a job an employer is doing at providing a safe and healthful workplace.

These records include the MIOSHA Log 200 - Log and Summary of Occupational Injuries and Illnesses, and the MIOSHA Form 101 - Supplementary Record of Occupational Injuries and Illnesses.

During the month of February, a summary of the total number of job-related injuries and illnesses which occurred in the previous year must be posted. (In the year 2000, the log from 1999 must be posted.) Employers are required to post the annual totals of the information contained on the right-hand portion of the MIOSHA Log 200. The summary must remain posted from Feb. 1 to March 1. The log is to be displayed wherever notices to employees are usually posted.

Companies with no injuries and illnesses during the previous year must post the log with zeros on the total line. The person who prepares the annual summary must certify that the totals are correct and sign the form. Employers must make a copy of the summary available to employees who move from worksite to worksite,

such as construction workers, and employees who do not report to any fixed establishment on a regular basis.

Employers with 10 or fewer employees and employers in certain industry groups (retail trade; finance, insurance and real estate; and certain services industries) are normally exempt from the MIOSHA recordkeeping and posting requirements. These exemptions do not excuse any employer from coverage by MIOSHA or from compliance with all applicable safety and health standards.

Following are the most frequently asked questions regarding recordkeeping requirements.

Q. How can I distinguish between recordable and non-recordable injuries?

A. The primary recordkeeping problem for most employers is distinguishing between recordable and non-recordable injuries. The decision-making process consists of five steps:

1. Determine whether a case occurred; that is, whether there was a death, illness, or an injury.
2. Establish that the case was work-related; that it resulted from an event or exposure in the work environment.
3. Decide whether the case is an injury or an illness.
4. If the case is an illness, record it and check the appropriate illness category on the log.
5. If the case is an injury, decide if it is recordable based on a finding of medical treatment, loss of consciousness, restriction of work or motion, or transfer to another job.

Q. How do I separate first aid from medical treatment cases?

A. Medical treatment includes treatment of injuries administered by physicians, registered professional personnel, or lay persons (i.e., non-medical personnel). Medical treatment does not include first aid treatment (one-time treatment and subsequent observation of minor scratches, cuts, burns, splinters, and so forth, which do not ordinarily require medical care) even though provided by a physician or registered professional personnel.

Though not applicable in every situation, the following cases could be considered under these categories:

First Aid

- Bandaging minor cuts,
- Treating first degree burns,
- Ointment applied to abrasions,
- Dispensing non-prescription drugs such as aspirin, or administration of a single dose of prescription medication for minor injury.

Medical Treatment

- Cuts serious enough to warrant stitches,
- Second or third degree burns,
- Foreign bodies imbedded in the eye,
- Infections,
- Strain/sprains that require repeat treatments.

Q. If one of our employees is injured and off work for several months—should I record the case each month?

A. Any lost workday time, whether it is continuing time or a recurrence of an old injury, should be recorded with the log entry for the original injury date.

Q. If an employee returns to work and is able to perform part of the normal assignment or work at a different job—do I have to record this as a lost workday case?

A. If the employee returned to work to perform a *different job or only part of their regular job*, the case is recorded as a *lost workday—day of restricted activity*. If the employee *cannot work at all* the case should be recorded as a *lost workday—a day away from work*.

Q. If an employee is injured in the afternoon—do I have to record a full lost workday?

A. No. A special point to remember when recording lost workday cases, is that the day of the injury or illness is not counted as a lost workday. If an employee is injured during the day and doesn't return the rest of the day, but begins work again the next morning, the case (if other than first aid) would be logged as a non-fatal case without lost workdays.

Q. How are employees in travel status handled?

A. Coverage of employees in travel status has been restricted to include only those activities necessary for the business trip. Normal living activities are excluded.

Q. Are company parking lots or employer controlled recreational facilities considered part of the employer's work premises?

A. Company parking and recreational facilities are generally not considered part of the employer's premises for MIOSHA recordkeeping purposes, unless the employee was engaged in some work-related activity or was required by the employer to participate in a recreational program.

Q. Is it true all fatalities must be reported within 8 hours to MIOSHA?

A. **YES.** An employer is required by law to notify MIOSHA within eight hours of a fatality or any hospitalization of three or more employees suffering injury or illness from an accident. A special report line is available **24 hours - 1.800.858.0397.**

Reminder

Employers must post the MIOSHA Log 200 during the month of February



The Bottom Line

Workplace Safety and Health Makes Good Business Sense

Koyo Corporation

Koyo Corporation was established in Battle Creek in 1987 by its parent company, Koyo Materica of Japan. Koyo's primary business is the fabricating and assembly of aluminum heater core pipe and air conditioning tubing for the automotive industry. The second part of the business is warehousing, which provides just-in-time service of raw materials to their customers.

Koyo started production in 1988 with 40 employees and sales of \$10 million. Since 1987 they have expanded their plant and facilities four times. Today, under the direction of **President Terry Uehara**, Koyo currently employs 310 workers on three shifts, with sales in 1999 of \$73 million.

Company Principles

Superior quality in product and service is the number one priority of every associate at Koyo corporation. To this end, the company places major emphasis on modern technology, individual craftsmanship, quality assurance in every phase of production, and product delivery to the customer on time. Customer satisfaction, trust, and belief in the quality of their product form the key to maintaining a favorable client relationship.

Koyo Corporation also stresses the importance of a pleasant and comfortable environment for associates—a workplace that instills pride, productivity, communication and the sharing of ideas.

Overall Objectives

According to President Uehara, "Koyo Corporation is committed to a strong work ethic and focused on product excellence—which will ensure that we meet our overall company objectives of customer satisfaction, stable continuous employment for our valued associates, and increased productivity."

Koyo is particularly proud to play a role in the expansion of Fort Custer Industrial Park and the City of Battle Creek. They encourage their officers and associates to be actively involved in the thriving community where they live and work. This combination of professional responsibility and community interaction reflects Koyo's strong commitment to corporate development and civic responsibility. This commitment will help ensure a prosperous and dynamic community in the near future and far into the 21st century.

Safety and Health Activities

Koyo has been associated with the MIOSHA SET Division for more than eight years. During that time, SET has provided Koyo with a number of education, training and consultation services specific to their company needs. **SET Safety Consultant Micshall**

Patrick has had an on-going relationship with Koyo and recommended them for this column. As they were expanding their operations, Koyo received a Hazard Survey in 1989 and two in 1990. A Hazard Survey is a complete walk-through of a plant to identify and correct hazards in the workplace.

On Aug. 12, 1999, **CIS Deputy Director Kalmin Smith** presented the **SET Bronze Award** to Koyo. "Koyo Corporation is an outstanding example of a company that has successfully merged workplace safety and health into their corporate culture," said Smith.

"Working with SET has been a very positive experience. Our associates see that we are working together to make safety proactive and progressing far beyond compliance," said **Koyo Safety Administrator Herman Jagusch**.

Koyo is very proud that for three years running, all employees worked hard to achieve a 30 percent reduction in recordable injuries and illnesses. A large part of that reduction was the result of associate training, ergonomics team assessments, continuous improvement ideas, and last but not least, preventative stretching exercises. Stretching has been very effective in reducing waste product development in muscle tissue and as a result, helped to achieve a 73 percent reduction in MSDs (musculoskeletal disorders).

"Our objective is for associates to return home feeling as well as they did at the beginning of the day," said Jagusch.



President Terry Uehara, Safety Admn. Herman Jagusch, CIS Deputy Director Kalmin Smith, and SET Consultant Micshall Patrick celebrate Koyo Corporation's SET Bronze Award.

This column features successful Michigan companies that have established a comprehensive safety and health program which positively impacts their bottom line. An accident-free work environment is not achieved by good luck—but by good planning! Creating a safe and healthy workplace takes as much attention as any aspect of running a business. Some positive benefits include: less injuries and illnesses, lower workers' compensation costs, increased production, increased employee morale, and lower absenteeism.

Winter Warning: Frostbite & Hypothermia

By: Ed Fredericks
OHD Industrial Hygienist

Michigan winters. If you're a skier or snowmobiler you love it. But we all know the sensation of too much cold. When on-the-job exposures to cold, wind and wetness can be hazardous, employers and employees must be educated and equipped to protect themselves.

Stinging, aching hands, feet, face and ears. Loss of feeling or mobility in those same body parts. These are symptoms which can lead to frostbite. Much like burns from heat, frostbite has four degrees of severity. First and second degree, surface skin trauma and blistering, are generally reversible. Third and fourth degree frostbite can cause permanent loss of skin and amputation.

Then there is a cold stress phenomenon which is thankfully much more rare. Hypothermia, a dangerously low core body temperature, produces physical and psychological changes leading to unconsciousness, coma and death. What it is all about is an exposure to extreme conditions resulting in an inability of the body to regulate its temperature.

Who is at risk?

Workers who are outdoors, in frozen food and other refrigerated environments. Workers who believe they need only dress for the run from the building to the car, but then have an emergency or unexpected exposure. Workers exposed to very cold temperatures who are either very sedentary or are performing very heavy physical work are at risk.

Because blood flow is important in regulating body temperature any factor limiting blood flow to the extremities (hands, feet) may contribute to frostbite. This would include very young and very old people, diabetics, and people with cardiac or circulatory disease. Consumption of alcohol, caffeine, and nicotine alters circulation in ways which can contribute to the occurrence of frostbite as well.

What can be done?

General awareness training is recommended for all employees working in cold environments on early signs and symptoms of cold stress and actions to be taken. Wear several layers of clothing so they can be put on and taken off. Cotton or other loosely woven natural fiber clothing as the inner layer permits air circulation between the body and clothing to reduce moisture from sweating. Many manufacturers of clothing advertise special cold weather clothes and shoes (e.g. "Gore-tex").

Take rest breaks in a warm environment and remove some of the clothing to allow for drying

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Hearing Loss Prevention Best Practices Conference

By: Eric Zaban
OHD Industrial Hygienist

On Oct. 28, 1999, the **National Institute of Occupational Safety and Health (NIOSH)**, the **National Hearing Conservation Association (NHCA)**, and **Wayne State University (WSU) Department of Occupational and Environmental Health Sciences** co-sponsored a seminar that brought together the nation's premiere hearing conservationists from industry, government, and academia. Keynote speaker, **Alice Sutter**, reminded attendees why they came, describing noise induced hearing loss (NIHL) as a disabling barrier to communication and self-esteem, while hindering an individual's intimate relationships with people and the environment. Following are highlights of the presentations.

Hank Lick, Ford Motor Company, focused on Hearing Loss Prevention Program (HLPP) evaluation measures. Lick presented Ford's annual report to UAW-Ford National Joint Committee on Health and Safety, *Measuring the Status and Effectiveness of a Hearing Conservation and Noise Control Process*. This continuing effort is based on integrating hearing health into the business processes and regular bench marking procedures.

John Franks, NIOSH, discussed individual measures of program effectiveness, utilizing American National Standards Institute (ANSI) criteria S12.13 and S3.44 to compare audiometric data to individual programs. Average Standard Threshold Shifts (STS) are about 3 percent, while OSHA considers less than 5 percent "successful." Dr. Franks said federal OSHA is considering changing the requirements for reporting STS from 25 dB to 15 dB. In Michigan, employers are required to report a STS at 10 dB.

Mary Prince, NIOSH, described how focus groups can contribute to evaluating program effectiveness. In conjunction with James, Anderson & Associates, Inc. (JAA), Dr. Prince is studying how different companies implement hearing conservation programs. The goal of the study is to identify factors and develop indicators in an effort to quantify program effectiveness. In addition to being a dynamic data gathering technique to

determine susceptibility to NIHL, researchers have the opportunity to learn how to motivate protective health behaviors.

Dr. Kenneth Rosenman, Michigan State University, gave an update on project SENSOR and the hearing loss referral system. Of the 20,000 occupational disease referrals his group receives each year, 1,800 reports are STS or fixed hearing loss. Although that is less than 10 percent of all reports received, only about 15 percent of Michigan's 450 audiologists and 150 otolaryngologists submit occupational disease reports. This year there has been a doubling of reports from private practitioners.

BSR Deputy Director **Doug Kalinowski** presented the three major goals of the five-year MIOSHA Strategic Plan: protect the health and safety of workers and reduce exposures/hazards, increase employer awareness and commitment, and secure the confidence of its customers. Reducing NIHL in the state of Michigan by 15 percent is one example of the 23 performance goals developed to implement the strategic plan.

Hearing Protection Device (HPD) issues were examined by **Elliott H. Berger**, Aearo/EAR Company, and **Kevin L. Michael**, Michael & Associates. The governmental entity charged with HPD labeling regulations, as promulgated in 1979, is the EPA Office of Noise Abatement, which has been closed since 1981. Dr. Berger writes in EARLog 21, the latest in a series of auditory research papers, that hearing protection manufacturers still have no easy way to measure the effectiveness of HPD, and the listed Noise Reduction Ratings (NRR) are overstated by as much as 25 dB, depending on the hearing protector.

Cont. on Page 19



BSR Deputy Director Doug Kalinowski presents the MIOSHA Strategic Plan.



Putting the Pieces Together & Planning for the Challenges Ahead

National Conference

on

Workplace Safety

and Health Training

October 24 - 26, 1999

St. Louis, Missouri Consultation Education & Training Summit

Maryann Markham, SET Division Chief

John Peck, OHD Division Chief

Historically, the Safety and Health programs of MIOSHA were administered by two separate state agencies. In 1996, the two programs were combined within the Department of Consumer & Industry Services, Bureau of Safety and Regulation. This change necessitated the formation of task forces to examine MIOSHA service deliveries. Further review was needed in the consultation education and training (CET) programs, to address customer service issues. The **CET Summit Team**, comprised of 11 staff members, was appointed to collect data for the purpose of reviewing what services are provided, how those services are delivered and make specific recommendations for direction in the future.

A contract was awarded to the Technical Assistance and Training Corporation (TATC) of Washington, D.C. to provide training on organizational change and to assist the CET Team in the design, collection and analysis of data. The sources of data included: external and internal focus groups, Future Search participants, a mail survey of external customers, and the use of existing reports.

External stakeholders included: employers and employees from high-hazard sectors of general industry, construction, and health services; the public sector; professional groups; and other government agencies. Internal focus groups comprised a cross section of MIOSHA staff including: consultants, enforcement officers, administrative support staff, supervisors and managers.

Reports from all sources were reviewed and analyzed by the CET Team to determine what the customers said they wanted and how they wanted it. The issues raised were consolidated into the following seven major themes: proactive leadership, consistency, partnering, access, safety and health assistance, resource targeting, and workplace culture.

The Bureau is now proceeding to implement recommendations from the CET Team into the MIOSHA Strategic Plan.

The National Conference on Workplace Safety and Health Training was held Oct. 24 - 26, 1999, in St. Louis, Missouri. The conference was co-sponsored by the National Institute for Occupational Safety and Health, the Occupational Safety and Health Administration, and the National Institute of Environmental Health Sciences.

Training and education have long been recognized as key components to the recognition and prevention of work-related injuries and illnesses. Despite dramatic growth of worker training programs since the 70s, there has been little systematic analysis of whether these programs are actually meeting their intended goals. This conference was designed to bring together speakers and participants to strengthen and improve the future of occupational safety and training.

MIOSHApersonnel developed two abstracts to be considered by the conference planning committee, and both abstracts were accepted for presentation at the national conference. The acceptance of these two abstracts recognizes the commitment of MIOSHA to develop innovative safety and health education and training programs. Below is a summary of both abstracts.

Approaches to Workplace Training: The Michigan Experience

Suellen Cook, SET Safety Consultant

Martha Yoder, GI Division Chief

This presentation shared Michigan's safety and health training experience and highlighted six important concepts and approaches.

1) MIOSHA seeks out partners and works with co-sponsors such as: area safety councils, colleges and universities, professional organizations and other government agencies, to identify training needs and conduct safety and health seminars and workshops.

2) A three- to five-day Safety Administrator Course (SAC) was designed for safety directors, managers and supervisors, to train them in the skills and knowledge necessary to establish safety and health programs at their workplace.

3) The Safety and Health Development Program (SHDP) works with high-hazard companies: evaluating their overall safety and health programs, reviewing and auditing injury and illness logs, developing customized supervisor training programs for the worksite, and conducting follow-up audits for three years to monitor progress.

4) Award programs recognize companies that have participated in Michigan's programs, committed resources, and implemented changes, resulting in significant improvement in injury and illness rates in their workplace safety and health.

5) Special outreach training programs such as "Fall Protection," "Power Press Safety," and "Fire Safety," which are based on urgent needs of specific high-hazard industries.

6) Practical strategies for teaching elements of a safety and health program to employers and safety committee members by walking trainees through a company scenario, complete with samples of workplace safety hazard surveys, injury and illness logs, and equipment lists. Trainees were encouraged to share their "best practices."

SET Consultant Suellen Cook.



SET Awards

State Gives Safety and Health Awards



West Metro Printing receives the SET Five-Year Plaque.

The MIOSEA Safety Education & Training (SET) Division recognizes the safety and health achievements of Michigan employers and employees through SET Awards, which are based on excellent safety and health performance. Ten companies have earned SET Awards since October 1999.

The **SET Plaque** is granted to employers who have achieved five or more years of outstanding MIOSEA record. The **SET Gold Award** is given to employers who have achieved two years of outstanding MIOSEA record. The **SET Silver Award** is issued to employers with one year of an outstanding MIOSEA record, and the **SET Bronze Award** recognizes employers who have made a measurable improvement.

West Metro Printing of **Livonia** is the first company to receive the **SET Plaque** in more than a year. With 12 years of experience and leading-edge technology, West Metro Printing has the capability to print all types of projects from brochures and flyers to business cards, letterhead and envelopes.

West Metro is proud of the high quality they provide all their customers and they are equally proud that they are able to ensure a safe and healthy work environment for all their dedicated employees. **SET Supervisor Mike Everett** and **SET Consultant Bobby Stout** presented the Plaque to **Nick Paciocco, Owner**; **Brian Sutherland, Production Manager**, and the West Metro employees.

The **Borg-Warner Automotive Coldwater Plant** received the **SET Gold Award** on Nov. 23, 1999. **CIS Deputy Director Dr. Kalmin Smith** presented the award at a luncheon ceremony in Coldwater to employees and **John Fiedler, Chairman and CEO** of Borg-Warner.

"The Coldwater Plant of Borg-Warner Automotive is an outstanding company that is meeting the challenge facing businesses today of being economically competitive, while still maintaining an accident-free work environment," said Smith.

"It's an honor to be here today, and to share in this recognition of our commitment to safety," said Fiedler. "Effective safety programs protect our number one asset--our people. And for that reason, safety is at the very heart of our pursuit of workplace excellence."

During the ceremony, Borg-Warner presented a check for \$5,000 to the Coldwater Plant, which was donated by the plant to the **Naomi Davis House**, a shelter for women in Coldwater. "We are proud that the hard work of the people in this plant can, in turn, benefit others in the Coldwater community," said Fiedler.

Borg-Warner Coldwater Plant also received their **Q1 flag** from **Ford Motor Company** at the ceremony. The Q1 award is a significant achievement that recognizes companies with outstanding products and delivery systems. Chicago-based Borg-Warner Automotive, Inc. is a product leader in highly engineered components and systems for vehicle powertrain applications worldwide.

A **Silver Award** was presented to **General Products of Jackson** by **SET Consultant Quentin Yoder**. The company celebrated their employee's excellent safety and health achievement at a picnic during which they auctioned several prizes to employees, including a pick-up truck.

Silver Awards were also presented to **Detroit Stoker, Monroe; Kloeffer Industries, Inc., Marine City**; and **Master Craft Extrusion Tool, Inc., Northport**.

Bronze Awards were given to **Dowding Industries, Inc., Eaton Rapids**; **Northern Michigan Fruit Company, Inc., Omena**; **Radar Industries, Roseville**; and **Vogel Industries, Inc., Marine City**. ■



Coldwater Mayor Bob Rumsey, Plant Supt. Jerry Guzowski, Coldwater City Manager Bill Stewart, and CIS Deputy Director Kalmin Smith tour the Borg-Warner Automotive Coldwater Plant.

Asbestos Consortium

By: George Howard, Asbestos Program Supervisor
Bill DeLiefde, OHD Regional Supervisor

Six Midwest states have joined forces with the U.S. Environmental Protection Agency (EPA) to coordinate asbestos control efforts in the region. Overall, this partnership with our neighboring states and the EPA is bound to be a fruitful and rewarding venture. It should be beneficial to the state of Michigan as well as the consortium.

The six states (Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin) joined EPA Region 5 in forming the **Mid-West Regional Environmental Consortium (MWREC)**, which will serve as a forum for information sharing and communication between state asbestos programs. A major part of the MWREC agenda will be to develop reciprocity agreements between members of the consortium.

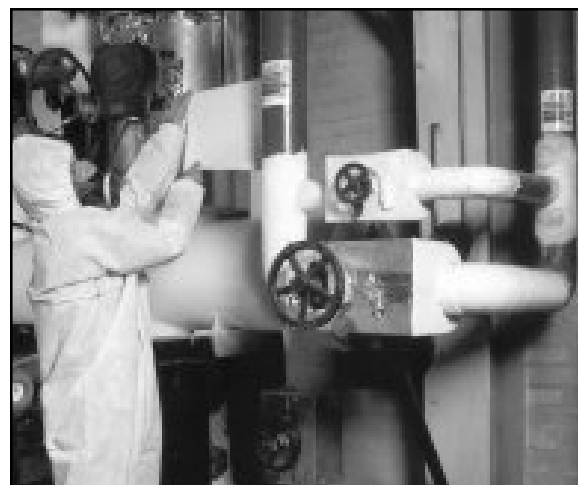
The consortium will enable state asbestos programs to provide better service to asbestos contractors and workers that they regulate. The agreement will allow programs in the region to develop consistent, efficient procedures for improving asbestos training courses, and certifying individuals involved in asbestos work activities. Ultimately, it will allow state programs to do a more effective job of protecting workers and the public from exposure to asbestos.

Asbestos is a mineral fiber that has been used in more than 3,000 different products over the last 100 years for its insulating, acoustical, and

fire protective properties. Common products that contain asbestos are pipe insulation, floor and ceiling tile, spray-on fire proofing, boiler wrap insulation, and electrical appliances. Airborne asbestos fibers are easily inhaled into the lungs. Once in the lungs, these needle-like fibers can cause lung cancer, asbestosis (a lung disease), and mesothelioma (a cancer of the thin membrane lining of the chest and abdomen).

Nationwide, an estimated 1.3 million employees potentially face significant asbestos exposure on the job. Heaviest exposures occur in the construction industry, particularly during building renovation or demolition activities where asbestos is disturbed or removed. The EPA classifies asbestos as a hazardous air pollutant.

As a member of the consortium, Michigan has input in developing guidelines for training and enforcement, standards development, and the interpretation of standards. We also will have a voice in ensuring consistency of training and enforcement among Region 5 states and the EPA. Further, it is hoped that this agreement will provide a more efficient and cost-effective service for the public's health and welfare.



A worker, wearing respirator protection and a full protective Tyvek bodysuit, is wrapping lag-cloth around a pipe which seals insulation materials possibly containing asbestos.

Several meetings have already occurred and more are planned as the consortium moves forward. The formal agreement has been placed on paper and currently, the enforcement proceedings are being ironed out.

The consortium (MWREC) has already been selected to host the national **Year 2000 Asbestos Conference**. This conference will be held in **Chicago** at the **Rosemont Holiday Inn, April 23-26, 2000**.

Additional information about asbestos-related matters and MWREC is available from **George Howard**, Supervisor, Asbestos Program, at **517.322.1320**. ■

Safety Council for Southeast Michigan - Eight Annual Safety Conference

The **Safety Council for Southeast Michigan**, a National Safety Council chapter since 1928, is charged with providing the highest quality health and safety information, education and training programs for members and the community. The Council's goal is to prevent injury, illness and property loss. A 33-member board of directors governs the Council and is comprised of safety and health experts, managers and other professionals. The Safety Council currently has 260 members from a wide variety of industries.

The Council recently presented the Eighth Annual Safety Conference for Southeast Michigan, **"Health and Safety Beyond 2000"** on Nov. 9 & 10, 1999 at the Northfield Hilton in Troy, Michigan. The conference featured 31 educational sessions on Tuesday and five half-day programs on Wednesday. The speakers presented topics that were of value to everyone interested in safety and health. The large variety of topics appealed to people from general industry, construction, healthcare, municipalities, governmental agencies and others.

Speakers included **Doug Earle**, Director, Bureau of Safety & Regulation (BSR), and **Martha Yoder**, newly appointed Chief of the BSR General Industry Safety Division. There were a number of presenters from both the MIOSHA Safety Education & Training (SET) and Occupational Health Divisions. SET grantees, **Kenneth Wolf, Ph.D.**, and **Marilyn Knight, M.S.W.**, Incident Management Team, Inc., presented sessions on Workplace Violence. **Tom Tack**, Modern Engineering, presented a session on Hazard Recognition.

The Conference attracted nearly 300 attendees and they had an opportunity to sit in on an **Occupational Health Standards Commission Meeting** to witness standards development in process. They were able to meet the Commissioners and ask questions.

There were 54 exhibitor's booths with the latest state-of-the-art prod-

ucts and information. Exhibitors included companies providing services, computer programs, videos, and training. Various kinds of safety and health equipment were also available. In addition, a mobile unit for hearing tests, a new mobile unit for eye examinations and safety glasses, and a mobile aerial lift were on display. ■



Safety Council President Ed Ratzenberger, Board Member Tom Bradburn, the Pure Air exhibitor, and Board Member Rick Venet.

Wage & Hour

Prevailing Wage

News

Update

New Commercial Prevailing Rates Established

The Department of Consumer & Industry Services has established commercial prevailing rates for Year 2000. These rates became available January 4, 2000, and are to be used for state-funded construction projects let out for bid.

As required by the Michigan Prevailing Wage Act of 1965, the department establishes rates based upon information from collective bargaining agreements of construction mechanic trades. Commercial schedules are available for each county of the state. Each schedule consists of approximately 90 different classifications of construction mechanic with a total hourly & fringe rate for straight time, time and a half, and double time.

Rate schedules to be used for state construction projects are available, free of charge, to contracting agents, defined by the Act as any officer, school board or commission of the state or a state institution supported in whole or in part by state funds, authorized to enter into a contract for a state project.

For general information, rate schedules may be obtained for a minimal fee from the Wage & Hour Division. The Division's website also contains general information on rate schedules.

For More Information:

Wage & Hour Division

517.322.1825

Website:

**[www.cis.state.mi.us/
bsr/divisions/wh/home.htm](http://www.cis.state.mi.us/bsr/divisions/wh/home.htm)**

Ingham County - Rate Schedule

	Hourly	1 ½ X	2 X	Overtime
Abatement Journeyman (AS207)	\$21.30	\$29.80	\$38.30	XXXXXXXXDY
Abatement Laborer (AL)	\$21.30	\$29.33	\$37.35	XXXXXXXXDY
Boilermaker (BO169)	\$37.52	\$54.10	\$70.42	HHDHDDDDY
Bricklayer, Stone & Artificial Masonry Pointer, Cleaner & Caulker (BR9-31) Area 1 -Alaiedon, Aurelius, Delhi, Ingham, Lansing, Leroy, Locke, Meridian, Vevay, Wheatfield, White Oak & Williamston	\$30.65	\$42.00	\$53.35	HHHXXXXDY
Carpenter (CA1004L)	\$28.02	\$39.14	\$50.25	HHHHHHHDY
Cement Mason (PL16-7)	\$26.02	\$36.08	\$46.14	HHHXHHHDY
Drywall Taping & Finishing (PT845c)	\$26.12	\$36.22	\$46.32	HHHHHHHDN
Electrician/Wireman (EC252) Area 1	\$37.82	\$53.12	\$67.85	HHHHDDDDN
<i>Unindentured Apprentice 0-2,000 hours or</i>				
<i>Electrician/Wireman Apprentice 0-1,000 hours (EC252)</i>	\$19.15	\$25.11	\$31.07	HHHHDDDDN
<i>Electrician/Wireman Apprentice 1,000 - 2,000 hours (EC252)</i>	\$22.52	\$30.12	\$37.52	HHHHDDDDN
<i>Electrician/Wireman Apprentice 2,000 - 3,500 hours (EC252)</i>	\$25.59	\$34.69	\$43.58	HHHHDDDDN
<i>Electrician/Wireman Apprentice 3,500 - 5,000 hours (EC252)</i>	\$28.65	\$39.27	\$49.65	HHHHDDDDN

The above is an example of an abbreviated Commercial Schedule for Ingham County. Most schedules are from four to six pages in length and are accompanied by an overtime sheet which explains the nine-character overtime code.

Education & Training Calendar

Date	Course Location	MIOSHA Trainer Contact	Phone
February			
1, 2 & 3	Safety Solutions III Southfield	Linda Long Ed Ratzenberger	248.557.7010
3	MIOSHA Requirements for Maintenance & Facility Managers Jackson	Quenten Yoder Tom Nicholls	517.782.8268
3, 10 & 17	Safety Administrator Course Shelby Township	Lee Kueppers Reid Sheeley	810.752.2091
7	Supervisor's Role in Safety Southfield	Richard Zdeb Pat Murphy	248.353.4500
21, 22 & 23	Safety Administrator Course Centreville	Quenten Yoder Shayna Howell	616.467.9945
22 & 23	2-Day Mechanical Power Press Clarkston	Richard Zdeb Christy Winter	248.620.2534
29	MIOSHA Recordkeeping Seminar Temperance	Suellen Cook Judith Hamberg	734.847.0559
March			
1	When MIOSHA Visits Saginaw	Richard Zdeb Jo Peterson-Brownlie	248.620.2534
2	Safety Workshop for the Lawn Care Industry Shelby Township	Lee Kueppers Reid Sheeley	810.752.2091
7	Accident Investigation, Recordkeeping & Work-Comp Strategies Adrian	Linda Long Jennifer Ramos	517.265.0166
9	Safety for Maintenance & Facilities Managers Hillsdale	Quenten Yoder Howard Turner	517.437.3200
14	When MIOSHA Visits Flint	Lee Kueppers Denise Bowles	810.232.1401
14, 21 & 28	Safety Administrator Course Canton	Suellen Cook Jacqueline Schank	734.464.9964
15	Principles of Ergonomics Clarkston	Richard Zdeb Christy Winter	248.620.2534
16	Ergonomics for the Health Care Industry Clarkston	Richard Zdeb Christy Winter	248.620.2534
24	MIOSHA Recordkeeping Workshop Clinton Township	Suellen Cook Sharon Macri	810.263.2882
29	Building an Effective Safety & Health Program Saginaw	Richard Zdeb Jo Peterson-Brownlie	517.790.4475
April			
3	When MIOSHA Visits Southfield	Suellen Cook Pat Murphy	248.353.4500
6	Machine Guarding Workshop Shelby Township	Lee Kueppers Reid sheeley	810.752.2091
25 & 27	MIOSHA 10-hour Construction Safety Seminar Southfield	Jerry Faber Keiyania Mann	248.948.7000

Construction Safety Standards Commission

Labor

Mr. Daniel Corbat
Mr. Carl Davis**
Mr. Andrew Lang
Mr. Martin Ross

Management

Mr. Thomas Hansen
Mr. Charles Gatecliff
Ms. Cheryl Hughes
Mr. Peter Strazdas*

Public Member

Mr. Kris Mattila

General Industry Safety Standards Commission

Labor

Mr. James Baker
Mr. Tycho Fredericks
Mr. Michael D. Koehs*

Management

Mr. George A. Reamer
Mr. Timothy J. Koury**
Ms. Doris Morgan
Mr. Andy C. Brown

Public Member

Ms. Geri Johnson

Occupational Health Standards Commission

Labor

Dr. G. Robert DeYoung**
Ms. Cynthia Holland
Capt. Michael McCabe
Ms. Margaret Vissman

Management

Mr. Robert DeBruyn
Mr. Michael Lucas
Mr. Richard Olson
Mr. Douglas Williams*

Public Member

Dr. Glen Chambers

**Chair*

***Vice Chair*

Standards Update

Farewell to Distinguished BSR Commissioner Gretchen Bria

Gretchen Bria gave more than a decade of her time and her talents to protect the safety and health of Michigan workers. Ms. Bria was an active member of the **General Industry Safety Standards Commission** from 1987 to 1999, and served as Chair for several years. Her knowledge and expertise were admired by all those who served with her.

After her final meeting on September 14, 1999, the Standards Division held a reception in Ms. Bria's honor to commemorate her years of service and to tell her how much she was appreciated. MIOSHA administration and staff members expressed their admiration for Gretchen Bria with accolades and shared memories of meaningful times. Bria was presented with thank-you letters from Governor John Engler, CIS Director Kathy Wilbur and BSR Director Doug Earle, as well as the State Seal plaque and a BSR plaque.

Bria believed strongly in the mission of the Commission. "This is a group that really contributes to the safety and health of Michigan workers. I will truly miss being part of this Commission." Bria is the Assistant Chair and Administrator of the Michigan State University Department of Family Practice, and represented public employer management on the Commission.



CIS Deputy Director Dr. Kalmin Smith; BSR Deputy Directors Doug Kalinowski and Deborah Grether; Gov. Constituent Office, Donna Vorce; and BSR Director Doug Earle say thank you to Gretchen Bria (center).

To contact Connie Munsch, Chief of the Standards Division, or any of the Commissioners, please call the Standards Division Office at 517.322.1845.

Status of Michigan Occupational Safety & Health Standards

Occupational Safety Standards

General Industry

Part 18. Overhead and Gantry Cranes	Approved by Commission for review
Part 19. Crawler, Locomotives, Truck Cranes	Approved by Commission for review
Part 20. Underhung and Monorail Cranes	Approved by Commission for review
Part 21. Powered Industrial Trucks	Draft at LSB for informal review
Part 56. Storage and Handling of Liquefied Petroleum Gases	Draft at LSB for informal review
Part 58. Vehicle Mounted Elevated & Rotating Platforms	Approved by Commission for review
Part 62. Plastics	Sent to JCAR 11/30/99
Part 73. Fire Brigades	Final, effective 12/18/99
Part 74. Fire Fighting/Amendment #1	Final, effective 1/4/00
Part 74. Fire Fighting/Amendment #2	At Advisory Committee
Part 78. Storage & Handling of Anhydrous Ammonia	Draft at LSB for informal review
Part 79. Diving Operations	At Advisory Committee
Part 90. Permit-Required Confined Spaces (PRCS)	Final, effective 11/6/99

Construction

Part 10. Lifting & Digging	Draft at LSB for informal review
Part 18. Fire Protection & Prevention	Approved by Commission for review
Part 22. Signs, Signals, Tags & Barricades	At Advisory Committee
Part 26. Steel and Precast Erection	At Advisory Committee
Part 30. Telecommunications	Approved by Commission for review
Part 31. Diving Operations	At Advisory Committee
Part 32. Aerial Work Platforms	Draft at LSB for informal review

Occupational Health Standards

General Industry

Acrylonitrile	LSB foral certification 1/11/00
Asbestos for General Industry	Draft at LSB for informal review
1,3-Butadiene	Final, effective 10/16/99
Coke Oven Emissions	Final, effective 10/16/99
Ethylene Oxide	LSB foral certification 1/11/00
Formaldehyde	Final, effective 10/16/99
Hazardous Waste Operations and Emergency Response (HAZWOPER)	LSB foral certification 1/6/00
Inorganic Arsenic	Final, effective 1/19/00
Lead	Draft at LSB for informal review
Methylenedianiline	Final, effective 10/16/99
Permit-Required Confined Spaces (PRCS)	Final, effective 11/6/99
Personal Protective Equipment	Draft at LSB for informal review
Powered Industrial Trucks R3225	Draft at LSB for informal review
Vinyl Chloride	Draft at LSB for informal review

Construction

Asbestos	Final, effective 10/16/99
Lead	Final, effective 11/2/99
Noise in Construction R6260	Draft at LSB for informal review
Personal Protective Equipment for Construction R6260	Draft at LSB for informal review

The MIOSHA Standards Division assists in the promulgation of Michigan occupational safety and health standards. To receive a copy of the MIOSHA Standards Index (updated November 1999) or for single copies and sets of safety and health standards, please contact the Standards Division at 517.322.1845.

Request for Rulemaking
 ORR Office of Regulatory Reform
 LSB Legislative Services Bureau
 JCAR Joint Committee on Administrative Rules

Variances

Published February 12, 2000

Following are requests for variances and variances granted from occupational safety standards in accordance with rules of the Department of Consumer & Industry Services, Part 12, Variances (R408.22201 to 408.22251).

Variances Requested Construction

Part number and rule number from which variance is requested

Part 8 - Material Handling: Rule R408.40833, Rule 833(1)

Summary of employer's request for variance

To allow employer to tandem lift structural steel members under controlled conditions and with stipulations.

Name and address of employer
American Erectors, Inc.

Location for which variance is requested
Providence Hospital, Southfield

Name and address of employer
Bristol Steel & Conveyor Corp.

Location for which variance is requested
GM Lansing Assembly Plant, Lansing

Name and address of employer
Broad, Vogt & Conant

Location for which variance is requested
Chrysler-Warren Truck & Assembly, Warren

Name and address of employer
Cadillac Iron, Inc.

Location for which variance is requested
Oxford Pointe Job Site, Southfield

Name and address of employer
Douglas Steel Erection Company

Location for which variance is requested
Jackson National Life, Childcare Center, Mason

Name and address of employer
Johnson Steel Fabrication, Inc.

Location for which variance is requested
Genesee County Courthouse Annex, Flint Professional Studies & Classroom Bldg., U of M, Flint

Name and address of employer
Matheny Steel Erectors, Inc.

Location for which variance is requested
Cherry Creek Corp. Park, Bldg. 3, Shelby Twp.

Name and address of employer
Cherry Creek Corp. Park, Bldg. 4, Shelby Twp.

Name and address of employer
Midwest Steel, Inc.

Location for which variance is requested
Daimler Chrysler, Warren Truck Plant, Warren

Name and address of employer
Parke Davis Pharmacy Bldg Project, Ann Arbor

Name and address of employer
McGuire Steel Erection, Inc.

Location for which variance is requested

Home Depot #2742, Livonia
H. B. Stubbs Company, Warren
Consolidated Courts Facility, Lansing
Lapeer County Medical, Lapeer
K & K Die, Sterling Heights
Wal-Mart Garden Center, Monroe
SEARS-The Great Indoors, Shelby Twp.
Rochester Adams High School, Roch.Hills
Jac Products, Saline

Beck West - Bldgs. A & B, Wixom
American Yazaki Addition, Canton
MRI Addition-East Ann Arbor Health Center, Ann Arbor
Cambridge Court Office Bldg., Auburn Hills

Name and address of employer
Sova Steel, Inc.

Location for which variance is requested
Wellington Green Office Bldg., Auburn Hills

Name and address of employer
Whitmore Steel

Location for which variance is requested
Ford Michigan Truck Plant, Wayne

Part number and rule number from which variance is requested

Part 12 - Scaffolds and Scaffold Platforms: R408.41221, Rule 1221(1)(c)

Summary of employer's request for variance

To allow employer to use stilts at a maximum height of 24 inches under controlled conditions and according to certain stipulations.

Name and address of employer
Moyle Construction, Inc.

Location for which variance is requested
Portage Health System Job - Hancock, Hancock

Name and address of employer
The Bluffs - Houghton, Houghton

Variances Granted Construction

Part number and rule number from which variance is requested

Part 8 - Material Handling: Rule R408.40833, Rule 833(1)

Summary of employer's request for variance

To allow employer to tandem lift structural steel members under controlled conditions and with stipulations.

Name and address of employer
Broad, Vogt & Conant, Inc.

Location for which variance is requested
General Motors-Oldsmobile, Lansing

Name and address of employer
Douglas Steel Erection Company

Location for which variance is requested

William Beaumont Hospital, Research Bldg., Royal Oak
Ronald McDonald House of Mid-MI, Lansing
505 West Allegan, Lansing
Saginaw Valley State University, Saginaw

Name and address of employer
Haven National Riggers & Erectors

Location for which variance is requested
Northwest Midfield Terminal Project, Romulus

Name and address of employer
Johnson Steel Fabrication, Inc

Location for which variance is requested
GM Building 16 expansion & renovation, Milford

Name and address of employer
SMCO Lost Foam Project, Saginaw

Name and address of employer
McGuire Steel Erection, Inc.

Location for which variance is requested
Flagstar Bank, Troy

Name and address of employer
Traverwood 2A Lab, Ann Arbor

Name and address of employer
Ionia Level IV Prison, Ionia

Name and address of employer
Traverwood 2B Office, Ann Arbor

Name and address of employer
Ford Technical Center, Westland

Name and address of employer
Rite Aid, Ann Arbor

Name and address of employer
GM-TPC, Pontiac

Name and address of employer
Ann Arbor Distribution, Ypsilanti

Name and address of employer
DCT Engineering Bldg., Warren

Name and address of employer
Univ. of Michigan-College of Arts, Sciences & Letters, Dearborn

Name and address of employer
Sova Steel, Inc.

Location for which variance is requested
Dearborn Civic Center, Dearborn

Name and address of employer
The State Group International

Location for which variance is requested
New Continuous Galvanize Line at National Steel, Ecorse

Part number and rule number from which variance is requested

Part 32 - Aerial Lift Platforms: R408.43209, Rule 3209 (8) (c)

Summary of employer's request for variance

To allow employer to firmly secure a scaffold plank to the top of the intermediate rail of the guardrail system of an aerial lift for limited use as a work platform provided stipulations are adhered to.

Name and address of employer
MBM Fabricators & Erectors

Location for which variance is requested
Chrysler Corporation - Maintenance Facility Addition, Marysville

Workplace Violence

Cont. from Page 1

the perpetrator killed one individual the suicide rate of the perpetrator was less than 24 percent. When the perpetrator killed two or more people the suicide rate jumped to more than 50 percent.

This variable may demonstrate a sense of hopelessness and helplessness over the circumstances of their life and a degree of futility that provided them with no reason to continue living. Although this violence seems senseless to us, we must accept that it made sense to the perpetrator. If an intervention had occurred before the person reached the point where they no longer wanted to live, perhaps the act could have been prevented.

The other variable that is very powerful in terms implications for prevention is that in more than 85 percent of the cases the perpetrator gave clear and present warning by way of clues, warning signs, behavioral indicators or verbal threats of what they intended to do--and they did exactly what the warning signs indicated.

A Safety and Health Issue

The scope of this problem has gotten the attention of federal Occupational Safety and Health Administration (OSHA). They are exploring strategies to mitigate harm, just as they have done with other workplace hazards. OSHA has identified environmental conditions associated with workplace assaults and control strategies for a number of work settings. OSHA has developed guidelines and recommendations to reduce worker exposures to this hazard but is not initiating rulemaking at this time.

Workplace violence is not simply a random act over which employers have no control. It is an important safety and health issue in today's workplace. It is also a business problem that can be managed. However, the methods for dealing with this problem require knowledge, behaviors and skills that are not customarily found in most work environments.

Many employers who have recognized the need to prevent violence at their workplace have done little beyond writing a policy that says, "we do not tolerate violence in the workplace." Yet if employers do not have a mechanism for enforcing their policy, they may be more at risk for litigation, should they experience an act of violence, than if they had no policy at all.

While it is important to have a policy stating the employer's position regarding violence and identifying problem behaviors--that is only the first step. What is needed is a comprehensive violence prevention program to prevent and deal with workplace violence.

Developing a Violence Prevention Plan

There is no cookie-cutter check list for developing a violence prevention plan. Fortunately, pro-active employers who have pioneered violence prevention programs have provided us

with strategies for developing a comprehensive system. A commitment from upper management is critical to maintain the safety and well-being of all workers and to develop a process to prevent, respond to and manage potentially violent incidences.

A comprehensive violence prevention program starts with an assessment of the company's risk factors: utilizing a hazard identification process, examining the company's MIOSHA recordkeeping logs to further identify problem areas, completing a detailed security analysis, and determining both engineering and administrative controls. This information is vital for the creation of effective policies, procedures, and control strategies.

The violence prevention plan must be customized to fit the respective workplace, because "one size does not fit all." While there may be some similarities, each plan must be customized to fit the work environment, geographic location, corporate culture, and overall character of the specific workplace.

The plan should be comprehensive in its application and not just focused on the "disgruntled employee." The process should consider all of the various sources that could pose a risk to the organization's people, assets, resources and reputation. A significant number of all workplace homicides stem from layoffs or terminations. But workplace violence is not limited to employees--customers, clients, vendors, contractors, and domestic partners of employees are all potential sources of violence and should be considered in developing contingency plans.

Team Concept

Depending upon the size of the organization, an internal team should be established to receive information and respond to concerns about potential violence. This team can include personnel who handle the functions of: security, human resources, legal, operations, risk management, core services, occupational medicine, Employee Assistance Professional (EAP), employee relations, information systems, and union members if the workplace is covered by a collective bargaining contract.

These are the essential disciplines that need to be represented on the team, although there may be others that should be represented which are unique to a given workplace. The team should also have an identified threat assessment professional or group that is available for consultation and assistance if a situation is beyond the team's expertise or skills.

The team will need to undergo intensive training to gain a shared knowledge base, and to determine how they will function as the internal resource for preventing violence. They will need to decide how concerns of violence will be reported, what documentation will be required, where that documentation will be kept, who will have access to it, and also identify

everyone's roles and responsibilities. The team will identify internal resources they can use to assist with managing an event. They will also identify external resources that may be needed and begin to develop relationships with those resources. When life and safety are at stake, a business cannot afford ad hoc responses.

Some of the areas where the team will need specialized training are:

- The phenomenon of workplace violence,
- How to investigate and assess the credibility of a threat,
- Strategies and options available for dealing with a potentially violent situation/individual,
- Strategies and options available for protecting the target or the organization,
- Litigation issues, and
- Behavioral indicators of potential violence.

Program Roll Out

During the initial planning stages, one of the tasks will be to determine who, within the organization, will have ownership of the program. It will also be necessary to determine the scope and structure of the program.

After program ownership has been decided, the scope of the program established, the infrastructure developed, the policy written and the internal team trained--it is then time to roll out the program to the entire workforce. The dissemination strategy should communicate the existence of the policy and program, as well as the various audiences that should be trained.

An effective prevention plan will require the involvement of every employee, since they are often the first ones to become aware of situations that pose a threat. Employees must understand they have a moral obligation to report threats or acts of violence in the earliest stages so that intervention can occur and situations can be resolved. It is important that everyone have confidence in the system and the team's ability to deal effectively, discretely and in a benevolent, caring way with reports of potential violence--or they will not use the system.

Training employees is an essential part of the prevention plan. Employee training creates awareness about the problem of workplace violence, explains the company's policy and system for preventing violence, describes the behavioral indicators of potentially violent individuals, and emphasizes the employee's responsibility to help ensure a safe workplace.

Ultimately what can occur is a cultural change within the organization regarding threatening and intimidating behavior. This cultural change can have the desired end result of preventing incidents of workplace violence. ■

This is the first article of a three-part series. The next article will focus on threat assessment, and the final article will cover crisis intervention.

First Michigan MVPP

Cont. from Page 3

The Celebration

Employees raised the MVPP Star flag during the ceremony. State and local elected officials, corporate and union leaders, as well as CIS and MIOSHA representatives, were on hand to congratulate the Kalamazoo Plant employees on their outstanding achievement.

Rep. Jerry Vander Roest, **Rep. Ed DeForge**, and **Sen. Dale Shugars** presented the plant with two Special Tributes honoring the company and its employees for working together to create an exemplary safety and health program. The Tributes recognized the plant's superior safety and health performance and wished the employees well as they continue to strive toward excellence.

International Paper's Corporate Safety and Health Director **John Hayden** told the plant employees, "We're very proud of your achievement. You are joining a very elite group of companies nationwide that have achieved workplace safety and health excellence."

The MVPP Star Plaque was presented by CIS Deputy Director **Kalmin Smith**. "With more than a 60 percent reduction in injuries and illnesses, this MVPP Star Site has shown first-hand that safety pays," said Smith. "These workers strive

to do their very best because they know their safety and health comes first."

MIOSHA Director **Doug Earle** also congratulated the company and their employees. "You can all be extremely proud to be the first MVPP Star in Michigan. Your role as a mentor will be very important as we work to qualify other Michigan Star sites," said Earle.

MVPP Site Coordinator **Michele Barney**, General Manager **Chris Bakaitis**, and PACE Local #946 Union President **Mike Shane** accepted the accolades on behalf of the company's employees. Said Barney, "All employees should be extremely proud today, because each employee played an important role in achieving this outstanding award."

International Paper has the most federally recognized OSHA VPP sites of any company in the program. They have 52 VPP sites recognized by OSHA. The Kalamazoo site is one of approximately 70 plants in International Paper's Container Business. International Paper is the world's largest paper and forest products company. Businesses include printing papers, packaging, building materials, chemical products and distribution. The company has operations in almost 50 countries, employs nearly 100,000 people and exports its products to more than 130 nations. ■



Rep. Jerry Vander Roest (R-District 63); Rep. Ed LaForge (D-District 60); Chris Bakaitis, General Manager and Michele Barney, Env., Health & Safety Manager, both with the Kalamazoo Container Plant; and Sen. Dale Shugars, (R-District 21).
(Photo by: Chuck Comer)

Confined Space

Cont. from Page 4

This standard requires that "one employee or, when needed, more than one employee is located outside the IDLH atmosphere." In addition to several other requirements, these employee(s) must be trained and equipped to perform effective emergency rescue. Based upon this revision, the employer must now have the rescue team, properly trained and equipped, at the point of entry into the permit space prior to entry of an IDLH atmosphere.

In cases where entry of a permit space that does not have the potential to contain an IDLH atmosphere, the employer can rely on an offsite rescue and emergency service provider. The new appendix suggests that in cases where the danger to the entrants is restricted to mechanical hazards (e.g., broken bones, lacerations, etc.), a response time of approximately 10 to 15 minutes may be adequate.

The standard also now requires that the employer evaluate a rescue service's proficiency with rescue-related tasks and equipment and ability to function appropriately while rescuing entrants from the types of PRCS(s) that they have been identified to service. Appendix "F" also describes criteria for conducting an initial evaluation and a performance evaluation of rescue services to ensure that the safety and health of the entrant are properly protected.

Questions relating to the revisions to the standard should be addressed to the Michigan Department of Consumer and Industry Services, Bureau of Safety and Regulation, Occupational Health Division at 517.322.1608. The standard is available from the bureau's **Standards Division** by calling 517.322.1845. ■



This Confined Space poster is available from the SET Division at 517.322.1809.

MIOSHA Digest

Did you know there is a research tool for the Michigan Occupational Safety and Health Act (MIOSHA), 1974 PA 154, as amended?

The **MIOSHA Digest**, published under copyright by the State Administrative Board, covers all administrative law judge, board, and court decisions addressing citation appeals, Section 41 and 42; petitions to modify abatement, Section 44(2); variances, Section 27; and discrimination, Section 65. There are 922 digest entries current to January 1999, plus a separate subject index and table of cases for each subject area.

The price of the Digest is \$175 with yearly updates at approximately \$25 (25 cents per page). An update will be issued in early 2000 covering 1999 activity. Please contact Karen Brown, Office of Hearings, 7150 Harris Drive, P.O. Box 30015, Lansing, Michigan 48909, (517) 322-1709 to obtain a copy.

Best Practices

Cont. from Page 8

When employers purchase HPD based on the NRR value alone, key factors which determine adequacy are ignored, including comfort and problems caused by over-attenuation, communication difficulties and the inability to detect warning signals.

In 1997, the American National Standards Institute (ANSI) released *Measuring the Real-Ear Attenuation of Hearing Protectors*, also called Method B Subject Fitting. This standard specifies laboratory-based procedures for measuring, analyzing, and reporting the noise attenuation capabilities of conventional HPD. The standard provides conservative noise reduction data, as test subjects are instructed to fit the HPD to the best of their ability before audiometry is performed.

Until the noise standard catches up with ANSI, federal OSHA indicates that the NRR should be de-weighted for estimating "real world" attenuation, by subtracting seven from the NRR before dividing by two.

Audiometric data was covered by **Dr. Tom Simpson**, WSU, who described the importance of good population data for detection of outliers and comparisons of cohort audiometric data to consensus databases for program evaluation. Presenters advocated the preparation of a "Potential Compensation Report" to extrapolate current trends in STS and capture the cost of workers' compensation if those individuals went on to collect benefits.

How to train and motivate employees was explored by **Dr. Sally Lusk**, University of Michigan, and **Dr. Carol Merry**, NIOSH. Dr. Lusk led the group through a combination of video and hands-on training sessions designed for construction workers. Dr. Lusk advocated the use of peer role models as a way to provide more effective training.

Dr. Merry discussed how to achieve behavioral change in workers, specifically in the area of hearing loss prevention and hearing protector use. It was clear in her presentation that a "one-size-fits-all" training approach is not the optimal way to reach people with varying levels of knowledge and motivation—particularly when it comes to changing health-related behaviors.

Noise Control was examined by **Robert Anderson** (JAA) and **Stephen Roth** of Roth Acoustical Consultants. They focused on how to manage noise abatement as a business process, and common noise problems and solutions. Both Ford and General Motors, in conjunction with JAA, have implemented "buy quiet specifications" which strive to lower plant noise by purchasing quiet equipment. A common theme

in successful noise control programs is, "Buy It Quiet, Make It Quiet, and Keep It Quiet."

Lee Hager (JAA / NHCA) and **Patricia Brogan** (WSU) did an excellent job of organizing the seminar. The event was successful because participants had the opportunity to learn about the latest in hearing loss prevention strategies, and were motivated to implement good practices in an effort to prevent this insidious disease.

Ed Fredericks (BSR/OHD) and Lee Hager (JAA / NHCA) contributed to this article. ■

Winter Warning

Cont. from Page 8

as well as warming. Drink warm liquids and have a warm meal. In windy conditions wear an outer layer that is wind resistant. Keep some extra clothes in your vehicle, or workplace for those unexpected situations.

Do not wear waterproof clothing as it prevents the evaporation of sweat. Do not wear overly tight or constricting clothing. Do not grasp metal tools, handles or controls with bare hands. Use mittens or gloves or wrap the point of contact with thermal insulating material. If you suspect frostbite do not massage or attempt to "exercise" the body part. Do not expose the damaged extremity to excessively hot air or water. Get out of the cold and keep the damaged extremity warm, dry and immobile. Seek medical help.

Working in Michigan winters is a fact of life. It can be done in a safe and healthy fashion. But it takes information, equipment and preparation. The **Occupational Health Division** is available to assist employers and employees with concerns about cold stress at **517.322.1608**.

Footnote: Information used in this article has been taken from: Threshold Limit Values and Biological Exposure Indices 1998 Edition, published by the American Conference of Governmental Industrial Hygienists, Cincinnati, OH. ■



*Ed Fredericks
OHD Industrial Hygienist*

Occupational Health Division 1999 Bernie D. Bloomfield Meritorious Service Award

The **Bloomfield Meritorious Service Award** is given yearly to a person nominated and selected by their peers for "the application and sharing of talents and skills in the protection of the health of the citizens of Michigan." We are proud to announce that this year's recipient is **Ed Fredericks**, of the Education and Training Unit of the Occupational Health Division.

Ed has been an industrial hygienist in the unit since 1993. He is a member of a team which arranges, develops and conducts occupational health training programs statewide. He is currently the Administrative Vice President of the Michigan Safety Conference, a private nonprofit responsible for a two-day conference held in Lansing each April.

Ed is a member of the Associated General Contractors Construction Safety Day Organizing Committee. He is also a founding member of the MIOSHA Ergonomics Committee and the MIOSHA Peer Support Team. Ed has 18 total years of service in the MIOSHA program. In 1992, he was awarded the **Allan W. Harvie Meritorious Service Award** by his colleagues in the safety portion of the program.



Pre-conference and registration information is available on their website:
<http://www.michsafetyconference.org>

Michigan Manufacturers' Guide to Environmental, Health, and Safety Regulations

The Michigan Departments of **Environmental Quality (DEQ)** and **Consumer and Industry Services (CIS)** offer assistance to Michigan manufacturers facing the challenges of daily business regulations. The Departments have designed a **first-of-its-kind** users guide. Packed full of easy-to-read discussions about state and federal environmental rules, the "Michigan Manufacturers' Guide to Environmental, Health, and Safety Regulations" also summarizes the **MIOSHA** programs that affect manufacturers of all sizes. The book begins with a self-assessment checklist to steer you through the regulations that affect your business.

Each chapter of the book is produced by a program specialist. Along with easy-to-read overviews of relevant regulations, you get telephone numbers that put you in direct contact with the agency experts who can help. You will also learn which current web sites display the latest regulatory information.

We realize how complex and voluminous government regulations are. We also understand the huge responsibility you face to keep the environment clean, your workers safe, and your business profitable. Let the "Michigan Manufacturers' Guide to Environmental, Health, and Safety Regulations" help you meet this purpose.

The cost of the guidebook will be approximately \$25. Initially, the guidebooks will be distributed at workshops held across the state during May 2000. At the workshops, DEQ and CIS staff will explain how to use the book, provide an overview of some of the common standards and regulations applicable to manufacturers, and answer questions.

If interested in attending a workshop or ordering the guidebook, please call the **Environmental Assistance Center** at **800.662.9278**.

How To Contact Us

MIOSHA Complaint Hotline	800.866.4675
Fatality/Catastrophe Hotline	800.858.0397
General Information	517.322.1814

Free Safety Consultation	517.322.1809
Free Health Consultation	517.322.6690

Website: www.cis.state.mi.us/bsr

**Consumer & Industry Services
Bureau of Safety & Regulation
P.O. Box 30643
7150 Harris Drive
Lansing, Michigan 48909-8143**



**Consumer & Industry Services
Bureau of Safety & Regulation
Director: Douglas R. Earle**

MIOSHA News is a quarterly publication of the Bureau of Safety & Regulation, which is responsible for the enforcement of the Michigan Occupational Safety and Health Act (MIOSHA).

The purpose is to educate Michigan employers and employees about workplace safety and health. This document is in the public domain and we encourage reprinting.

Editor: Judith Keely Simons

**Consumer & Industry Services
Director: Kathleen M. Wilbur**



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